

**Franklin Public Schools  
Franklin, Massachusetts 02038**

**Action Required**

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**Subject:** Policy 1st Reading

**Date:** March 23, 2021

**Dept:** School Committee

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**Reason:** Required Vote

**Enclosure:** yes

**Recommendation:**

Policy-First Reading

I recommend moving Policy GBEA - Conflict of Interest to a second reading as discussed.

**Action Requested of the School Committee:**

Majority vote of the School Committee is required.

<u><b>Vote Tabulator</b></u>	
A Bergen:	Y / N      T Keenan: Y / N
J D'Angelo:	Y / N      M J Scofield: Y / N
J Pond-Pfeffer:	Y / N      D Spencer: Y / N
E Stokes:	Y / N      Action: _____

## CONFLICT OF INTEREST

No employee of the Franklin Public Schools will engage in or have a financial interest in, directly or indirectly, any activity that conflicts or raises a reasonable question of conflict with ~~his~~ **their** duties and responsibilities in the school system. Nor will any staff member engage in any type of private business during school time or on school property.

Employees will not engage in work of any type where information concerning customer, client, or employer originates from any information available to them through school sources.

Every two years, all current employees, including School Committee members, must complete the State Ethics Commission's online training. New employees must complete this training within 30 days of beginning employment and every 2 years thereafter. Upon completing the program, employees should print out the completion certificate and keep a copy for themselves. Employees will be required to provide a copy of the completion certificate to the municipal Clerk through the Superintendent's or designee's office.

Employees may need to file Massachusetts Ethics Commission disclosure forms for accepting gifts, having travel expenses paid for by a third party or field trip fees, etc. Employees should become familiar with the disclosure forms posted on the Massachusetts Ethics Commission website at [www.mass.gov/ethics/disclosureforms](http://www.mass.gov/ethics/disclosureforms).

Moreover, as there should be no conflict of interest in the supervision and evaluation of employees, at no time may any administrator responsible for the supervision and/or evaluation of an employee be directly related to ~~them~~ **him**.

In order to avoid the appearance of any possible conflict, it is the policy of the Franklin School Committee that no employee be hired who is related to any member of the School Committee or who is related to any administrator of the school district. This provision will not affect anyone currently employed in the district who may be related to either a School Committee member or an administrator but future promotions or hiring will not be exempt from this provision. No member of the School Committee will be employed by the school district.

LEGAL REFS.: M.G.L. 71:52

Cross Ref: BBBA School Committee Member Qualifications/Oath of Office

BIA New School Committee Member Orientation

Reviewed; no revisions: 8/5/2014

To School Committee for First Reading 3/23/2021